

Basic Information

Spencer Fane LLP
 Organization Size: 325
 Office Size: 400
Hiring Attorney:

Recruiting Contact:
 Mr. Stephen Flanery
 Human Resources Manager
 1000 Walnut St.
 Suite 1400
 Kansas City, Missouri (MO) 64106
 United States
 jobs@spencerfane.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 140000-170000
Summer Compensation
 2022 compensation for Post-3Ls (\$/week)
 2022 compensation for 2Ls (\$/week) 2,000
 2022 compensation for 1Ls(\$/week) 2,000

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track?
 How many years is the equity track?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	0	0	0	0
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
	Total	0	0	0	0
Latinx	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
White	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
Black or African American	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
Asian	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
Native American or Alaska Native	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
2 or More Races	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
Persons with Disabilities	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
LGBTQ	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
Veteran	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC

Pro Bono/Public Interest

Sandy Wirtel
Of Counsel

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

Professional Development

Evaluations

Semi-annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

Yes

Rotation for junior associates between departments/practice groups?

Case-by-case

Is rotation mandatory?

No

Does your organization have a dedicated professional development staff?

Yes

Does your organization have a coaching/mentoring program

No

Does your organization give billable hours credit for training time?

No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2022
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	NC	NC	NC	NC	NC
Entry-level (non-traditional track)	NC	NC	NC	NC	NC
Lateral Partners	NC	NC	NC	NC	NC
Lateral Associates	NC	NC	NC	NC	NC
All Other Laterals (non-traditional track)	NC	NC	NC	NC	NC
Post-Clerkship	NC	NC	NC	NC	NC
LL.M.s (U.S.)	NC	NC	NC	NC	NC
LL.M.s (non-U.S.)	NC	NC	NC	NC	NC
SUMMER					
Post-3Ls	NC	NC	NC	NC	NC
2Ls	NC	NC	NC	NC	NC
1Ls	NC	NC	NC	NC	NC

Number of 2021 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria

We look to hire the best attorneys to practice with our Firm and to further our mission to provide extraordinary service and value to our clients.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Banking, Finance	Banking and Financial Services					
Bankruptcy	Bankruptcy, Restructuring, and Creditors' Rights					
Business, Corporate Tax	Corporate and Business Transactions					
General Practice	Data Privacy and Cybersecurity					

Labor and Employment	Education Law
Labor and Employment	Employee Benefits
Energy	Energy Law
Environmental	Environmental Law
Trusts and Estates	Tax, Trusts and Estates
Business, Corporate Government, Regulatory, Administrative	White Collar Defense and Investigations
Government, Regulatory, Administrative	Governmental Affairs
General Practice	Health Care
General Practice	Higher Education
Intellectual Property	Intellectual Property
Labor and Employment	Labor and Employment
Arbitration, Dispute Resolution, Mediation Litigation	Litigation and Dispute Resolution
General Practice	Nonprofit and Tax-Exempt Organizations
Real Estate, Land Use	Real Estate
Government, Regulatory, Administrative	Special Districts
Real Estate, Land Use Public, Municipal	Tax Credit Finance and Opportunity Zones
Business, Corporate	Mergers & Acquisitions

Diversity & Inclusion

Diversity Contact: Ms. Elizabeth Wentz

Diversity Website/URL: <https://www.spencerfane.com/our-firm/diversity-equity-and-inclusion/>

Organization Narrative

At Spencer Fane, your business leaders work with our business leaders. We provide an unconventional approach to legal services geared toward protecting and advancing business and personal interests. Our clients are certain that their interests are our priority, because they work with leaders – leaders who work decisively, execute with purpose and understand the importance of flawless timing. Be certain.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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